Library of Congress

INFORMATION BULLETIN

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Cover Illustration

Annunciation, nativity, and adoration of the Magi in a detail from a page in the Nekcsei-Lipocz Bible, one of the treasures of the Library of Congress. The illuminated Bible was commissioned around 1335, probably in Esztergom, by Demeter Nekcsei-Lipocz, keeper of the royal treasury for King Robert Karolyi of Hungary, as a gift to the Church of St. Peter and St. Paul in Budapest.

The Library is publishing a high-quality facsimile of the Bible's 108 most beautiful pages this spring, in a joint venture with the Helikon Kiado publishing house in Budapest.

The *Library of Congress Information Bulletin* is issued weekly by the Information Office of the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on an exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, DC 20540.

Bruce Tapper, Editor

Librarian Briefs Staff on Future Plans

A new concept of operations is on the horizon for the Library of Congress, according to James H. Billington, Librarian of Congress, who gave a briefing to staff on December 6. "The changes will be revolutionary in nature but will take place in an evolutionary fashion," he told an overflow audience in the Library's Coolidge Auditorium.

The Librarian's remarks came at the first public gathering for Library staff since a retreat for senior managers, held December 1-2, at which the recommendations of the Management and Planning (MAP) Committee and the firm of management consultants, Arthur Young, Inc., were discussed.

The Librarian took as his starting point the vision statement of the MAP Committee (see LC *Information Bulletin*, December 5, p. 486), which stated that the Library should measure itself by seven values: service, quality, effectiveness, innovation, participation, fairness, and staff development.

The Librarian defined the essence of the Library of Congress as a place that "actively and aggressively supports and encourages access to and the creative use of recorded knowledge . . . both catalyst and participant in the intellectual process that transforms information into wisdom . . . [and which] supports, strengthens, and advances the intellectual and cultural foundation of American life."

He then outlined his concept of the mission of the Library, flowing from these values: to collect and preserve a universal collection of human knowledge, information and expression; (2) to make its material and human resources continually available and useful to the Congress of the United States; (3) to make its resources maximally accessible and serviceable to the American people and their libraries; and (4) to facilitate and celebrate free intellectual creativity by all people on all subjects.

The Librarian proposed a radically different macro-organizational concept derived from the four-part mission – from a hierarchical, regulated structure to a participative, flexible system. The macro-organization concept is a device for allowing things to happen, not a blueprint of slots with fixed timetables, and derives from where the Library is going, not where it has been. Most major Library functions will continue, but the way they are done will change. In order to begin an orderly transition, teams will be working together with staff at all levels to effect the new organization. Consultation and involvement will be widespread.

Summarizing, The Librarian said that the philosophy supporting the macro-organization concept is to (1) maintain leadership and direction with maximum distribution of responsibility, authority, and accountability; (2) provide maximum job satisfaction through a variety of opportunities rather than a hierarchical job progression; (3) establish service units with direct links to clients and clear missions; (4) foster a team atmosphere built upon flexible allocation of scarce resources to specific projects rather than current division structures; and (5) eliminate layers of supervision ad review that do not add value.

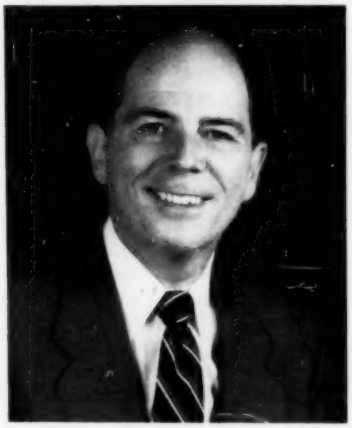
To begin moving "deliberately but with dispatch" towards implementing these changes, The Librarian defined transition roles for senior management and other staff who will begin meeting regularly in January. He pledged that lines of communication will be kept open through the holding of open meetings with staff members, the soliciting of written comments and suggestions, and the publicizing of plans through the LC *Information Bulletin*.

Holiday Greetings from The Librarian of Congress

On looking back on a year of intense discussion and thoughtful evaluation of our Library operations, I am especially grateful for your support and your continued dedication. As we look forward together to a new and exciting year, I wish you warmest holiday greetings.

James H. Billington

Winston Tabb Is Named Director for Research



Winston Tabb, chief of the Library of Congress Loan Division and vice chair of the Librarian's Management and Planning (MAP) Committee, has been appointed director for research in the Research Services Department, effective October 10. This is a new position, not to exceed one year, in which Mr. Tabb will serve as a deputy to the acting assistant librarian for Research Services until that position is filled. Mr. Tabb will continue to serve as vice chair of the MAP Committee and chief of the Loan Division. During his term with Research Services, his duties in the Loan Division will be fulfilled by the division's assistant chief, Christopher Wright.

Mr. Tabb came to the Library of Congress in 1972 as a participant in the Library's Intern Program for outstanding library school graduates. Upon completion of the program, he joined the staff of the Congressional Research Service (CRS), where he worked initially as a reference specialist in the Congressional Reference Division. From 1974 to 1975 he was a congressional research administrator in the office of the director of CRS, with responsibility for assisting in the development and monitoring of congressional committee relationships. He was subsequently appointed team leader of the Congressional Reading Room and in 1977 became administrator of CRS's Inquiry Section. In 1976 he also served as the chair of The Librarian's Task Force Subcommittee on Services to Staff.

Mr. Tabb was appointed in 1978 as assistant chief of the General Reading Rooms Division, where he was responsible for administrative oversight of general reference services to approximately 280,000 inquirers each year, as well as for other bibliographic, reference, and technical processing services provided by that division.

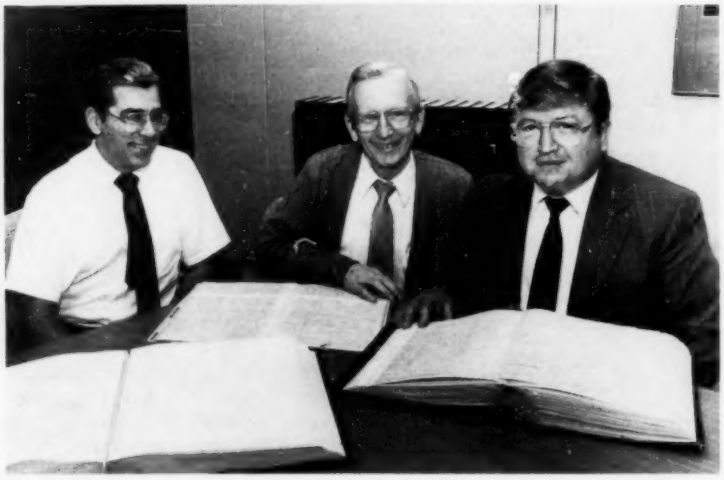
In 1984 he became chief of the Information and Reference Division, Copyright Office, the division responsible for responding to requests about copyright, preparing forms and publications, furnishing search reports based on Copyright Office records, providing certified copies of those records, and preserving, maintaining, and servicing copyright applications and deposits.

Mr. Tabb was named chief of the Loan Division in March of this year. In this position, he oversaw the administration of a reference and circulation program that last year answered more than 50,000 requests for loans or locations and charged 140,000 items from the collections to congressional offices, libraries, government agencies, Library staff members, and other borrowers.

Mr. Tabb served as professional advisor to the 1982–83 intern class and was a member of the Intern Committee 1986–88. He received Meritorious Service Awards in 1980 and 1987 and has consistently earned outstanding performance ratings since 1978. He is a member of Beta Phi Mu, the District of Columbia Library Association, and the American Library Association.

Mr. Tabb is a 1963 magna cum laude graduate of Oklahoma Baptist University. He was a Woodrow Wilson Fellow at Harvard University, where he received a master's degree in American literature in 1964. He earned a master's degree in library science from Simmons College in 1972. While pursuing a doctoral degree at Harvard, he was a teaching fellow in American literature from 1965 to 1966, and director of admissions for Harvard's Summer School from 1970 to 1972. He served with the U.S. Army in 1966–68.

Library Publishes Latest Volume in *Letters of Delegates to Congress* Series



Editors of the series—Manuscript Division specialists Gerard W. Gawalt (left), Paul H. Smith, and Ronald M. Gephart—reviewing the papers of Washington, Jefferson, and Madison for the volume.

The Library of Congress has just published volume 15 of *Letters of Delegates to Congress, 1774–1789*, the latest in a series of some 25 volumes expected to be completed during the next decade.

This new edition will supersede the eight-volume *Letters of Members of the Continental Congress* prepared by Edmund C. Burnett 60 years ago as the authoritative source for studying the correspondence of the 343 delegates who attended the Continental Congresses during the American Revolution.

During the spring and summer of 1780—the months covered by volume 15 of the *Letters of Delegates*—the American cause suffered further decline as Washington's army continued to endure food and supply shortages, General Lincoln surrendered an army at Charleston, S.C., and General Gates was routed at nearby Camden. The mutiny of two Connecticut regiments and the protests of unpaid troops led to the appointment of a special congressional committee to visit headquarters. But its harsh criticism of the states for failing to meet their quotas and its blunt recommendations that Washington's powers be augmented angered many in Congress and led to the committee's abrupt dismissal in August. Efforts to stimulate greater "home front" support through "ladies associations"—which collected clothing, bandages, and money—and merchant associations, which supplied rations, temporarily improved morale, but fell short of solving fundamental fiscal and supply problems threatening the war effort. On the other hand, John Jay was received by the Spanish court at Madrid during this period, Henry Laurens set off on a long-delayed mission to secure a much-needed Dutch loan, and promised French aid continued to stimulate fresh hopes that effective resistance to the enemy could yet be mounted.

Scholars should find in this latest volume documents on a variety of significant subjects, such as Continental officers' efforts to obtain relief from the catastrophic depreciation of the Continental dollar, proposals for quartermaster reform, authorization for an inquiry into the administration of the treasury department, a narrowly averted duel between Henry Lee and Thomas Burke, and Gen. Benedict Arnold's solicitation for the command at West Point, which he eventually plotted to surrender to Sir Henry Clinton in return for British gold.

The editors of the *Letters* project, Gerard W. Gawalt, Ronald M. Gephart, and Paul H. Smith, have drawn upon more than 22,000 documents assembled from hundreds of depositories and private collections from all over America and western Europe. In the work of collecting this store of information, they have had the assistance of dozens of devoted librarians and archivists, in addition to private collectors in every part of the country. They have attempted to deal with all the extant documents written by the delegates during their periods of attendance in Congress. Mr. Smith is the recipient of the 1988 Lyman Butterfield Award for Excellence in Documentary Editing given by the Association for Documentary Editing.

Letters of Delegates to Congress, 1774–1789, is available by mail from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, or (in person only) from the Sales Shop on the ground floor, Library of Congress Thomas Jefferson Building. Volume 15 (678 p.) sells for $37 (cite stock number 030-000-00186-9 when ordering). Previous volumes, at various prices, are still available from the Superintendent of Documents.

Library Publishes Lecture On Role of Public Library

The Knowledge Institutions in the Information Age: The Special Case of the

Public Library, a lecture sponsored by the Center for the Book and presented by R. Kathleen Molz of Columbia University, has been published by the Library of Congress.

R. Kathleen Molz, Melvil Dewey Professor of Library Service at Columbia University's School of Library Service, is known for her thoughtful concern for public policy issues affecting libraries. In this essay she explores the "somewhat uneven trajectory of the public library as a knowledge institution" in America, as well as the public library's relevance in today's information age.

The Knowledge Institutions in the Information Age: The Special Case of the Public Library, a 23-page booklet, was designed by Guy Schum of McLean, Va., and printed on acid-free paper by Garamond-Pridemark Press, Inc., of Baltimore, Md.

Copies are available for $3.95 each in person from the Library of Congress Sales Shop, or by mail for $3.95 plus $2 per order for shipping and handling from the Publishing Office, Box J, Library of Congress, Washington, DC 20540.

The Center for the Book in the Library of Congress was established in 1977 to stimulate public awareness and appreciation of books, reading, and libraries. The projects and publications of the Center for the Book and its 17 state affiliates are supported by tax-deductible contributions from individuals, corporations, and foundations.

Library of Congress Holds Recordings of Arab Nobel Laureate

The winner of the 1988 Nobel Prize for Literature, Egyptian author Naguib Mahfouz (Najīb Maḥfūz), recorded readings from his novels *al-Marāyā* (Mirrors) and *al-Jarīmah* (The Crime) in 1977 for the Library of Congress' Archives of World Literature on Tape (LWO-12,022). Mr. Mahfouz, universally recognized as the leading novelist in Egypt and the Arab world, is one of the few Arab writers whose works have been widely translated into many European and Asian languages, and whose literary output has been the subject of numerous articles, books, and dissertations.

Born in Cairo in 1912, Mr. Mahfouz obtained a bachelor's degree in philosophy in 1934 while working in the administration of Cairo University. For the next 17 years, from 1938 to 1955, he worked with two of the most distinguished Egyptian intellectuals, Mustafa 'Abd al-Raziq and his brother 'Ali 'Abd al-Raziq, in Egypt's Ministry of Religious Endowment. After 1955 and until his retirement he supervised the Cinema, Radio, and Television Organization in the Ministry of Culture.

Naguib Mahfouz began his literary career as a writer of historical fiction. His imaginative reconstruction of the ancient Egyptian past served as a vehicle for commentary on the political and social situation of contemporary Egypt. In the second phase of his literary career he turned to realistic descriptions of Cairo life and produced a series of novels—including *Khān al-Khalīlī* and the famous trilogy *Bayn al-Qaṣrayn, Qaṣr al- Shawq,* and *al-Sukarrīyah* in which he traced the fortune of a Cairene family over three generations—and emerged as the chronicler of 20th-century Egypt and its most vocal social and political conscience. In his more recent works, Mr. Mahfouz has delved into an exploration of the questions of religion, of identity, and of the relationship between self and environment. His novel *Awlad Haritna* (translated by Philip Stewart as *The Children of Gebelawi*) takes up the theme of man's quest for religion. This allegorical novel retells the stories of Adam and Eve, Cain and Abel, Moses, Jesus, and Muhammad, and deals boldly with the theory of the "death of God" and with metaphysical questions such as the nature of evil and the meaning of life. His *The Thief and the Dogs* and *Chit-Chat on the Nile,* despite their metaphysical dimension, provide an eloquent and sensitive index to the mood of Egypt since Nasser's revolution.

All of Mr. Mahfouz's works in Arabic, and translations of many titles, are held by the Library of Congress.

—George N. Atiyeh

AMERICAN TREASURY

PRODUCED BY ©CBS NEWS IN ASSOCIATION WITH THE LIBRARY OF CONGRESS

This week's question, drawn from the CBS News "American Treasury" series, broadcast each weekday at 3:57 p.m. (EST) on the CBS Television Network, is:

According to legend, a Greek messenger ran from the Plain of Marathon to Athens to report a war victory, and also gave us the length of the modern marathon foot race. But the modern marathon is 26 miles, 385 yards long. The distance between Marathon and Athens is 25 miles. Why was the distance increased and when?

The answer to last week's question is: In 1916, workers were saved from a smoke-filled tunnel by a new device invented by a black American—the gas mask. The inventor's name was Garrett Augustus Morgan.

STAFF NEWS

Information Forums In January

The Library of Congress Professional Association invites all interested persons to participate in the following Information Forums in January. Information Forums meet on Tuesdays and Thursdays from 12:10 to 12:40 p.m. unless otherwise noted. Everyone is welcome to bring a brown bag lunch.

January 5—Publications Forum: "Desktop Publishing Systems," Christine Zirps, administrative officer, Federal Library and Information Center Committee (FLICC), and Noel Peterson, senior systems analyst, Automated Systems Office. Room LA 1026C (FLICC Training Room), 11:30 a.m. (Attendance at this forum is limited to Library staff members.)

January 10—Performing Arts Forum: "An Open Forum on Performing Arts Collections at the Library of Congress," Peter J. Fay, head, Library of Congress Performing Arts Library at the Kennedy Center. Room LM 642.

January 24—Ethnic Resources Forum: "Odyssey in West Africa: Contemporary Cultural Dynamics" (illustrated with slides), Adell Patton, professor of history, Howard University. Room LM 642.

January 26—Management Forum: "The One-Minute Manager" (video recording). Staff Training and Development Classroom A.

Great American Smokeout At Library of Congress

The Library's Health Services Office sponsored its fourth annual Great American Smokeout program on November 17 in the Pickford Theater. The purpose of this event was to encourage smokers to give up smoking for at least 24 hours, and to encourage non-smokers to support coworkers who do smoke and would quit. According to Jane Roberts and Trecolia Montgomery, coordinators of Smokeout activities at the Library, smokers who turned in their cigarettes were offered homemade treats, literature, and support.

Dr. Lester Miles, medical consultant for the Library, whose private practice specialty is oncology, was the keynote speaker for the program. Through his experience in oncology, he has seen many cases of cancer directly related to smoking.

Dr. Miles encouraged staff members, whenever and wherever possible, to stop smoking. He has witnessed the ravages of cancer and began his presentation with graphic slides of diseased lungs. He concluded his lecture by reassuring staff members that they can have healthy lungs if too much damage has not been done. The message was *quit now.*

LSSO Reports Drop in Parking Applications

The Library Support Services Office (LSSO) received fewer parking applications than usual during the recent review period, and the cutoff for permits dropped to two-member carpools with approximately 57 years of Library service combined.

The drop in applications may have been due in part to the increased enforcement of procedures instituted to identify "phantom" carpools during the last permit period. Six-month suspensions were imposed on carpool members found in violation of regulations, and a number of carpool permits were revoked.

Approximately 1,700 Library staff members were provided with parking for the six-month permit period of October 1988 through April 1989. LSSO will continue its enforcement efforts to ensure an equitable parking program. Feedback from carpool members has also been invaluable to the improvement and success of the Library's parking program.

Yvonne Black Receives 25-Year Service Award

Yvonne Black, a bindery helper in the Printing Unit of the Central Services Division, was presented a 25-year Federal Service Award pin on April 25 by Janet A. Smith, chief of the division.

A native of Washington, D.C., Ms. Black began her Library career in 1963 in the former Buildings and Grounds Division, where she performed most of her service.

A recent medical condition qualified Ms. Black for disability retirement, but she chose to continue working. She availed herself of the Library's special assignment program and received a transfer and promotion to her current position.

In recent years Ms. Black has helped to bring joy to the Great Hall at Christmas in her role as Mrs. Claus, an activity she treasures.

Tina Koger Marks 20 Years of Service

Tina H. Koger, a telephone communication attendant/operator of the Communications Unit in the Central Services Division, was presented a 20-year Federal Service Award pin on September 21 by Janet A. Smith, division chief. Also present were Ralph Polk, head, Administrative Services Section, and Mary Henry, general

STAFF NEWS

telecommunications supervisor.

A native of Washington, D.C., Ms. Koger began her Federal service as a library aid in what was then the Card Division, and progressed to card reprint clerk before leaving the division. She received a Quality Increase and a Special Achievement Award for her work in the Prototype Demand System, the Library's first venture into the electronic scanning and retrieval of card images. She joined the Central Services Division in July 1984.

She is a certified member of the National Shrine of Our Lady of the Snows.

Milton J. Kaplan Dies

Milton J. Kaplan, former curator of historical prints in the Prints and Photographs Division, died on November 24.

Mr. Kaplan began working at the Library of Congress in 1941 after graduating from the College of William and Mary. In 1942 he joined the Fine Arts Division (now the Prints and Photographs Division), in which he worked as under library assistant (to 1956), picture specialist (to 1968), and curator of historical prints (to 1974).

During his 32-year tenure in the division, Mr. Kaplan organized several exhibits, among them "Hair," "Advertising in Nineteenth-Century America," and "The Performing Arts in Nineteenth-Century America." He compiled *Pictorial Americana*, and was the coauthor of *Charles Fenderich, Lithographer of American Statesmen*, and *Viewpoints*—all Library of Congress publications.

Mr. Kaplan was also coauthor of a number of illustrated books on American history, including *Presidents on Parade* (1948), *Divided We Fought* (1952), *The Story of the Declaration of Independence* (1954, 1975), and *The Ungentlemanly Art* (1968, 1975).

On the day of his retirement Mr. Kaplan established the Milton J. Kaplan Fund, the income from which was to be used to purchase 18th- and 19th-century American prints, drawings, or photographs or European historical prints which have some connection with the American past.

During his years at the Library, Mr. Kaplan's work and publications helped kindle widespread interest in the use of historical prints and drawings as primary research material.

Eugene Nabors Dies

Eugene Nabors, legal reference specialist with the American-British Law Division of the Law Library, was tragically killed by an automobile on November 25. He had served 33 years with the Federal Government, including two years in the U.S. Army.

Mr. Nabors moved to Washington, D.C., from his birthplace in Talladega, Ala., in 1950. He began working at the Library of Congress in 1957 as a deck attendant, and then worked in the American Law Division of the Congressional Research Service as a documents reference assistant. In 1967 he transferred to the American-British Law Division of the Law Library as a law librarian, and he was promoted to reference librarian for legislative publications in 1971. During these years, he could most often be found in the Law Library Gallery, overlooking the Main Reading Room in the Jefferson Building, assisting those who were using congressional publications. In 1976, he was promoted to legal reference specialist. A special achievement and cash award for job performance which substantially exceeded normal requirements was presented to him in 1983.

Mr. Nabors received a master of library science degree from the University of the District of Columbia (UDC) in 1976. He served as a guest lecturer in 1983 and 1984 at UDC's Department of Media and Information Systems and at the Howard University Law School, where he lectured on legislative documents and the compilation of legislative histories. He also lectured at the Antioch and Georgetown Law Schools.

A certificate of award was presented to Mr. Nabors in 1983 by the Law Librarian's Society of the District of Columbia for his professional contribution to law librarianship. This award resulted from the publication of his *Legislative Reference Checklist: The Key to Legislative Histories from 1789–1903*, a valuable reference tool, published by Fred B. Rothman in 1982. He also contributed articles to the *Law Library Journal* and the *Government Publication Review*.

In addition to his membership in the Law Librarian's Society of Washington, D.C., he was a member of the American Association of Law Libraries. He also served as a counselor for the Equal Employment Opportunity Program at the Library.

Mr. Nabors will be greatly missed by all his colleagues and by those who knew him, particularly those whom he assisted, both inside and outside of the Library of Congress. He is survived by his wife, Mary, and his three children, Bernadette, Derrick, and Kristin.

Staff Carpool Locator

Rider seeks carpool or vanpool from Fredericksburg, Va. Schedule: 7 a.m.-3:30 p.m. Call Melinda Patricelli, ext. 75636.

Meetings and Events Around the Library

Thursday, January 5

☐ "Desktop Publishing Systems," Christine Zirps, administrative officer, Federal Library and Information Center Committee (FLICC), and Noel Peterson, senior systems analyst, Automated Systems Office. LC Professional Association (LCPA). Room LA 1026C, 11:30 a.m. **For staff members only.**

Tuesday, January 10

☐ "Open Forum on Performing Arts Collections at the Library of Congress," Peter J. Fay, head of the Library of Congress Performing Arts Library at the Kennedy Center. LCPA. Room LM 642, 12:10 p.m.

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